

# The Bee Book Summary



Based on “The Bee Book”  
By Craig Smith and Paul Rigby

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# The Bee Book

Summary



**Buzz:** Our hero. Front line worker in the Luna hive. Someone who cares about his hive and believes in making things better. A positive outlier in a traditional organisation.



**Stripes:** Front line worker in the Luna hive. Dedicated, hardworking and loyal.



**Queen Luna:** Leader of the Luna hive. Traditional, cares for her hive but insulated from realities.



**Hover:** Middle Manager in the Luna hive. Hardworking but traditional. Reluctant to take risks.



**Greybee:** Senior Manager at the Luna hive. Risk-averse. Doesn't like to give bad news and wants to insulate Queen Luna from external issues.



**Mr Wingit:** Consultant who "wings-it" or as they say "makes it up as he goes along". Has made a living from telling clients what they want to hear or presenting stock answers to complex problems.



**Leadbottom:** A Luna hive manager from the old school who struggles with change. Committed but lacks the support or skills to adapt to new ways of working.



**Zippy:** A typical worker bee from the Sola hive who is used to new ways of working. He has autonomy to make things happen and is happy and engaged in what he does.



**Queen Sola:** Leader of the Sola hive. A forward thinking leader who engages her team and inspires them to take action.

## “Chapter 1: “Barren Soil”



The circumstances have changed - one hive was prepared, the other was not. Complacency is rife in Luna Hive.

Season after season the flowers had produced nectar for the hives. Luna hive had taken it for granted that the flowers would always be there. Sola hive had a Plan B just in case this sort of catastrophe occurred. Luna hive did not.

Greybee and Hover are informed of the situation.

**Please record how this relates to your organisation**

## “Chapter 2: “The ‘Wingit’ Plan



Wingit delivers a 5-part plan that no-one understands. You could say that Wingit has 20 years experience - one year 20 times.



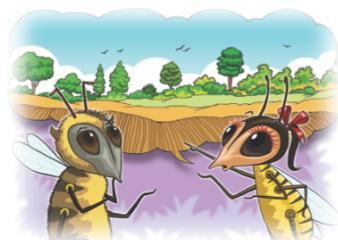
Buzz tries to contribute something but realises that his opinion does not count. He is not made to feel that what he thinks and what he does matters - quite the opposite.  
There was no urgency in Luna hive.

Please record how this relates to your organisation

## Chapter 3: “Buzzy Doing Nothing”



Leadbottom is taking his time to distribute a flight plan. The hive is being active but not productive. Everything has come to a stand-still. There is a lack of confidence in the leadership and a lack of trust. In the midst of a crisis they are doing the same old - same old. Hover decides it is time to conduct Buzz's once a year performance appraisal. He follows the same routines as before even though there are more important things to take care of at this time.



Buzz, being a positive outlier, decides to take action. He challenges the status quo. Buzz has a simple solution to the problem. He posits “either find another field or move the hive”. He does not have confidence that Queen Luna nor Greybee will agree to move the hive or take any radical action soon.

Buzz recognises that the old ways are not working. He makes a plan with Stripes to visit Smith’s field.

**Please record how this relates to your organisation**

## Chapter 4: “A Chance Encounter”



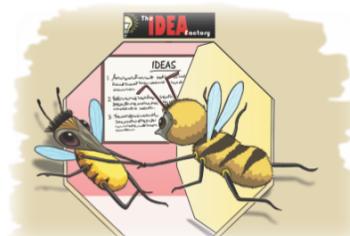
There is a lack of direction from the senior leadership. In particular Leadbottom is stalling with the flight plans. Buzz decides to fly off to look for new fields with the support of Stripes. After a long journey he finds new flowers and bumps into his old friend is Zippy from Sola Hive. Buzz soon discovers that Zippy has a Plan B and is already active with it. Sola hive demonstrates urgency, autonomy in decision making, innovation and their bees are engaged. Sola hive was thought to be a little bit wild but in fact this is not the case at all. They are totally pro-active in every sense.



Buzz discusses his leadership issues with Zippy and tells Zippy that his leaders have good intentions but they are stuck in old routines - they do the same old thing all the time. They seem averse to change and new ideas. Zippy invites Buzz back to Sola hive.

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## “Chapter 5: “The Sola hive

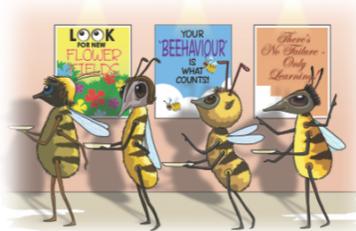


Even the security at the entrance is an innovation for Buzz. Immediately on entering, Buzz notices the engagement culture within Sola hive and how everybody is engaging and communicating. He notices bees having stand-up meetings, they have an Idea Factory and posters are on the walls. Zippy tells Buzz that all ideas are welcome - Queen Sola even has open idea meetings.

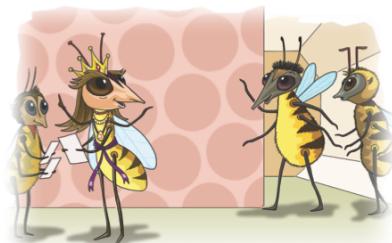
Zippy informs Buzz about the way they conduct their appraisals and KPIs. One of the key pieces of information is that everybody has a job description and they know what everybody else's job is. They have a purpose. They are aligned.

**Please record how this relates to your organisation**

## “Chapter 5: “The Sola hive”



Zippy tells Buzz that Sola hive is a learning hive. Queen Sola hires people for attitude rather than skills. You can teach almost any bee to collect nectar or build a honeycomb but it's more difficult to change someone's behaviour. They "hire slow fire fast".



Buzz gets introduced to Queen Sola. He has never seen a queen bee before. This conveys a very clear message to Buzz about the hierarchy, culture and the structure within Sola hive compared to Luna hive.

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## Chapter 6: “Bringing The Outside In”



Luna hive are stuck in their old ways. They have “paradigm paralysis”. Buzz explains to Stripes about how organised Sola hive are and tells Hover what he saw. He mentions logic and emotion and how happy and engaged the bees in Sola hive are. He thinks Luna hive were totally unprepared for the Farmer John event.



One of the key points that he learned from Sola hive is that they are prepared for change. They may not have all the answers but they do not sit around doing nothing. He also learned that they have an innovation department where they make new flavours of honey.

**Please record how this relates to your organisation**

## Chapter 6: “Bringing The Outside In”

The bees in Luna hive are not happy - they have many unanswered questions.  
Communication is seriously lacking.



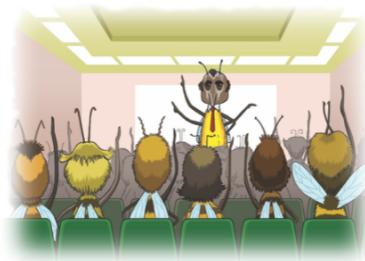
Buzz asks Queen Luna if he can go to Smithfield but is immediately dismissed by the Queen. Their culture is definitely not open to ideas, listening to others, engaging etc.

Greybee is rather arrogant - she asks about the “Bohemians at Sola hive” and what they can teach Luna hive. Eventually Buzz and Hover get the green-light to move forward.

Please record how this relates to your organisation

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## Chapter 7: “Time To Come Clean”



Buzz tells the team about Sola hive. Sola hive have fun, love their work, they enjoy what they do and everybody feels as though their job is important. Sola hive is one big team.

They have an Idea Factory and much more. Buzz answers many questions from an excited and enthused audience.



Digger and Mason are selected as part of the volunteer team with Buzz and Stripes. Buzz presents the team with four ideas.

1. Organise the collector bees into two groups.
2. Adopt a new set of values.
3. Communicate more.
4. Hover will coach and support the teams.

There was an honest discussion and all reached agreement due to the fact that everybody felt it was a fair deal. Some were not sold by the idea and were not on board but that is life.

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## Chapter 8: “A Visit From Queen Luna”

The collector bees started to bring back new varieties of nectar. This will enable new varieties of honey to be sold at higher prices. They also discovered two new fields.



Queen Luna visits the team. The product development team presents Queen Luna with a jar of blueberry honey. She is delighted. Things have really moved fast.



Wingit informs the Queen that Farmer John will allow wild flowers to return to the field. He tells the bees they will no longer need their backpacks as a result of this and can dispose of them.

Queen Luna informs the bees that she will give her decision tomorrow... what will it “bee”?

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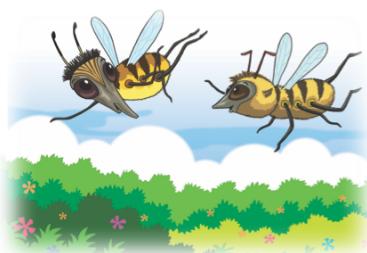
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## **“Chapter 9: “Another Chance Encounter”**



Buzz visits Father John’s field and meets with Zippy. Some of the wild flowers have returned in Farmer John’s field. Zippy asks if things are still the same. Buzz tells Zippy.

## **Chapter 10: “A Mysterious Conclusion”**



We will hear from the teams in the workshop or you can refer to the “Chapter 10” page on the website to read what actually happens.  
Q. What do you think happens?

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#### THE ORGANIZER



Vigor-Events is a first-class seminars house for the sophisticated cultural audiences in the Middle East and North Africa region.

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